COUNCIL MEETING MINUTES

September 26 - 27, 2019
Durango, CO

ATTENDEES


State Agency Representatives: Brian Koontz, Bryon Sparling, Danielle Dunaway, Katie Zaback, Michael Macklin, Misti Ruthven, Rebeca Balu, Brandon McReynolds

CWDC Staff: Abby Ault, Lee Wheeler-Berliner, Madison Murphy, Miranda Podmore, Renise Walker, Randi Snead

Guests: Chloe Wiebe, Clarke Becker, Daniel Chase, Jesus Salazar, Katherine Keegan, Ray Lucero, Sean Vanberschot, Tami Grant, Susan Decker, Nancy Zimmer, Commissioner Kennan Ertel.

MATERIALS

MINUTES

Thursday, September 26, 2019
Location: Ft. Lewis College

Appointed by the Governor -- Led by Business -- Strengthening the Colorado Talent Development Network
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633 17th Street, Suite 900, Denver, CO 80202
Welcome
Kyle Sickman, Chair called the meeting to order and introduced the goals of meeting and the six levels of commitment. Attendees introduced themselves.

Approval of September agenda: Approved unanimously.

Approval of May 2019 meeting minutes: Approved unanimously.

Success Stories: Kyle reviewed success stories

Updates:
● Kyle recognized this year’s high performing boards: Adams County, Arapahoe/Douglas, Boulder County, and Larimer County.
● Manager Director Updates:
  o Staffing changes – Brandon McReynolds is now the Director of Workforce Development at Colorado Department at the Department of Higher Education. Jean Daugherty is the new Talent Pipeline Analyst. Kelly Mitchell is the new person in the share position with CWDC and the Department of Education.
  o CWDC is currently in the hiring process for the new retail pathways associate.
● Results for America (RFA) Fellowship
  o Lee was named a Workforce Fellow through RFA, along with Erin Jones from Workforce Boulder County. RFA focuses on evidence based strategies in the public sector to ensure governments and public based entities are using evidence based strategies and data to guide decisions. Colorado is one of 7 states accepted into the fellowship and will be doing work over the next 18 months elopement.
● Colorado applied for and was accepted to be a part of a national learning community on income sharing agreements. This project is led by the San Diego Workforce Partnership and funded by Lumina Foundation. The CWDC will convene state partners to engage in project development.
● My Colorado Journey
The initial site has been launched and $2.25M has been committed from national and local funders to make this happen.

**Council Business**

**Pre-work**

- Lee thanked council members for participating in the pre-work.
- A comment was made regarding generating a list of key items for discussion or key talking points that CWDC members could use if visiting congressional leaders and delegations; what does the Council want to be putting forward?
  - Is this something you would all find value in?
    - All would find valuable and we need it ASAP.
    - Team will get together and draft a document and get you something by next week
      - Advocacy Committee will refresh it each time. They meet every 6 months.

**Meeting Calendar**

- The council reviewed the meeting calendar and locations for 2020.
- Vote to approve the meeting calendar: The 2020 meeting calendar was approved.
- Vote to approve the September meeting location: The Council approved hold the September meeting in Grand Junction.
- Vote to approve the May meeting location: The Council approved hold the May meeting in Teller County.

**Steering Committee Updates**

**Sectors Steering Committee:**

- Launch of sector partnerships in retail due to Lives Empowered upskilling initiative.
- Even though education and retail are not part of the 14 key industries, the Council affirmed last year their significance with their support of the Walmart grant application.
for retail and the selection of education as an industry of focus for the Career Pathway efforts.

- There are no current partnerships in transportation & Logistics, defense or creative industries. There is a group currently exploring the launch of a media sector partnership within the Denver metro area.
- TA Modules Update
  - Sectors Convener Cohort Module-Follow up action items:
    - A sector partnership playbook template.
    - Sustainability tool.
    - Good feedback from participants.
  - In 2018 was launched the Technical Assistance Modules to help sectors network advance. The Convener Cohort Module and Launch a Sector Partnership module were two successful modules this year that are contributing to the expansion and strengthening of the sector network.
- Purpose of Business
  - Looking at bell curve to try and “jump the chasm” to increase industry participation.
- 2019-2020 committee goals:
  - Advise on the goals and agenda for a Shared Value Summit.
  - Provide input on a framework for high performing sector partnerships.
  - Support launch of 2-4 Education Sector Partnerships and 1-3 Energy Sector Partnerships.
  - Grow Sectors Steering Committee and identify sectors coaches.
  - Provide input on industry talent dashboards
  - Provide direct advisement on schedule and strategy for Sector Summits and Sector Academies.
  - Recommend budget for sector activities (new sector partnerships, academies and training, existing sector partnerships) and advice as needed on grant disbursement.
Promote Shared Value – Business approach that incorporates policies and practices that enhance the competitiveness of companies while improving social and environmental conditions in the regions where the business operates.

Lisanne invited Council members to join the Sectors Steering Committee – Committee meets quarterly and overlap with these meetings.

- **Advocacy Steering Committee**
  - TalentFOUND Gateway Improvement:
    - CWDC Office hosted high school summer intern through Denver Public Schools Career Connect program.
    - Josh spent six weeks reviewing returns from the student and job seeker TalentFOUND gateway to identify areas of improvement.
    - As a student user, Josh expressed that he was able to connect to employment and education resources much quicker through TalentFOUND than the typical online searches he was used to.
  - Summer Intern Findings:
    - Areas for improvement identified:
      - Workforce Centers could be listed in more categories.
      - Job Seekers - categories “Job Seeker Support” and “Financial” are most scarce for resources (consistent across geographies).
      - Students - resource gaps are not as consistent across regions, but categories “Pre K-12 Education” and “School Support” tend to lack resources most frequently.
  - Council Members were encouraged to submit the op-ed to their local news contacts.
  - The CWDC agreed to provide a list of papers that do share the op-ed in addition to sending any published op-ed to Council Members so the links can be shared on their social media accounts.

- **Education & Training Steering Committee**
  - Group meets twice a year currently chaired by Joe Garcia.

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Welcome Stephanie Donner – new exec director of Emily Griffith.

- Legislative review
  - Restarting Career Pathways: How do we better connect educational programming with industry needs.
  - Needs assessment convening will occur across each area to define what CTE programs are needed in that local area.
  - Education & Training Learning Community has been a great opportunity for folks to engage.
- Next meeting will be very workgroup driven. Discussion on how the interaction between education and workforce partners look like with work based learning and education.
- Exploring a bill on work based learning experience for credits:
  - *Dan Kraus can attend the next meeting to discuss his experience any system for WBL to connect with credits

Playbook Discussion

- Alignment to the Office of the Future of Work: CWDC will be connecting with this office and aligning efforts.
- What can the CWDC do about economic system that continues income disparity?
  - Potential policy options, more discussion is needed. We do not have the answer on this.
  - One of the tensions in how we work and how we want to move forward.
  - Nancy: Does this body have any ability to propose or work with legislators to propose legislation?
    - Part of the charter of the CWDC is to consider if there are policy issues we need to elevate to the legislators.
    - Income disparity – retail is the 2nd largest employer.
• Work with sector initiatives and retail opportunity network: retailers are realizing they have a role in someone’s career path, someone could move to a similar industry such as Financial services and/or health care
• We cannot look at this and say we will only invest in industries that offer livable wage. We also have to look at how we can support these other industries, supporting their employers and supporting upskilling.
  o Artificial intelligence is going to disrupt many of these jobs we are talking about – what can we do to address this instead of working reactively
  o JOE: Need to focus on employability of all workers to see how they can work alongside automation and digitalization.
  o Nancy: teachers or others who are not getting a livable wage.
    • Early childhood education is also a focus and something we're looking to support and wrap around these teachers.
    • Also looking at how we can impact free full day pre-school now that we have established free full day kindergarten.
  o Issues for home health care staff. Critical service but the pay is very far below livable wages.
  o Council members requested that income disparity is highlighted in the Colorado Talent Pipeline Report.*

● Decision Making Clarity:
  o Who is setting goals and strategy?
  o This group, appointed by the governor creates your vision and mission.
  o Governor has also set specific goals. Our work should be in alignment with those efforts.
  o This group does have a chance to say how they see the opportunity to influence our talent and workforce development that is supportive of the Governor’s goals.
  o There is also a chain of controllability and accountability.
    • Council members can control their group goals and strategies with the goal of continuing to align with the Governors Goals and State Plan Goals.
*Working on syncing up alignment within the hexagons to better mirror the same goals with different areas of focus and control – always striving to align better and better.

*Could we do a year after report to highlight anyways the report or our action connected to legislation that moved or was brought up

- We do have a shared google doc that state agency staff use to track legislation/how are work has connected with legislation – living document is also linked on our website (Summary would be better and easier for council members)

Kelly Causey: Livable wage and which were the high ones/low ones – could summary come back to that to ensure we are making movement?

Misti – Dr. Anthes has been talking a lot about the fact that there were 54 education related bills passed this last session.

- Worker measurements are missing.

- CDLE/WDP work is more directly connected with these worker measurements – it is a valid comment and we will take a look at how we should connect with that differently.

What are working practices that CWDC has to change in order to be demand driven?

- We will take this questions with CWDC team to dive into this question deeper.

Kyle highlighted the CWDC’s quarterly conversations which allow WIOA and Talent Development Network partners to discuss duplication of efforts and initiatives.

- Report out of quarterly conversations:
  - Quarterly conversations February 2019: What is the workforce boards, economic development, and chambers of commerce role in the talent development ecosystem?
  - Quarterly conversations May/June 2019: Discussion focused on how workforce boards, community college, and career technical colleges might further collaborate across systems.
  - Quarterly conversations October 2019: CDHS and workforce, developing key partnerships between human services and workforce directors.
Quarterly Conversations- February 2020: Workforce, CBOs, libraries, adult education.
  - focus on continued better alignment between partners locally and statewide
  - February conversation focused on workforce boards.
    - Rebecca Balu wants to be a part of those conversations.

Target Industries update
- Reviewed industry phase update.
  - In 2019-2020 CWDC will focus on energy, behavioral health/retail/hospitality, and Education.

WIOA Policies
- PIF approved unanimously.
- No comments on the planning region modification PGL.

Council initiatives budget approval:
The Council voted to approve our discretionary budget, we discussed how to prioritize funding.
- Industry led networks: $375,000
- Talent development innovation: $830,681
- Talent Development communication and information: $601,000

Questions/Statements:
- Does the executive committee review the budget in greater detail?
  - Yes, it is reviewed by the Executive Committee and detailed responses are provided. The Executive Committee also budget allocations and recommendations are representative of the discussion of the full Council.
- Staff Capacity: Do we have funding to support the development and growth of staff?
Yes, the funds to support staff development and growth are represented in other budgets.

- This funding structure provides the Council with flexibility if there is a major economic shift over the next two years.

Vote to approve the PY19 council initiatives budget. The Council approved the budget unanimously.

Welcome from local representatives
Bryan Dear, The Payroll Department.
- Durango is all about LOCAL – keep your money at independent ‘shops’

Keenan Ertel, Montezuma County Commissioner
- Thank you all on the Council for attending and coming to SW CO – the gym of Colorado.
- Agriculture is big for the county.
- Large beetle kill populations in our area – San Juan National Forest.
- Opened up several different wood manufacturing and building opportunities in the area.
- Montezuma County is a unique place with high desert to Peaks, great tourism but can't survive on tourism alone.
- Workforce and SW community college has great programs to train workforce and provide talent to industry in the area.
- Governor Polis and his zero carbon initiatives that he has rolled out – decommissioning at least one coal fire burning – wanting to put in 1,000 acre solar farm which would supplant the closure of the nuclear plant.

2020 WIOA State Plan
Prosono walking us through activity for the WIOA State Plan.
- What is the State Plan Focus for the next 4 years
  - 1-3 focus areas for the WIOA 2020-2024 plan
  - Discussion around what we could do and what we should do
WHAT COULD WE DO

- Focus on Equity
  - Is this racial equity? Yes
- Recession Proofing.
- Changing the calculus for high social value, low compensation professions.
- Upskilling low wage earners.
  - Is this the responsibility of the employer?
- Expansion of adult pathways to learn while you earn.
- A greater focus on closing the attainment gap.
  - Is it all the gaps? Not sure.
- Better reach, engage and serve students, job seekers and workers with existing programs and resources – get more people aware of and using the resources that already exist and are in development.
- Adult career navigators.
- Upskilling low wage earners.
- Adult earn while you learn.
- Connectivity to future work with access to all.
- An emphasis on universal soft skills training – teaching what it takes to be successful in any job and career.
- Focus on policy tax/employment law to make it easier for companies in the gig economy space to create solutions that are beneficial to both the worker and company. If the goal is for all Coloradans to earn a living wage to these strategies align and meet the goal.
  - This should include earning a living wage, it should be a goal.
- Policies resources and programs that address all left behind Coloradans.
- Entrepreneurship training in preparation for a gig economy.
- Prepare workers for the recession proof jobs.
- Expand strategy for 50+ to create an additional focus or change focus to be inclusive of barriers individuals and populations.
- Prepare workers for recession proof jobs.
● Better connect startups to resources the community is offering
● Rural communities are different because they are not *practically* served by an SBDC and we could promote some of those opportunities *dreambuilder.org*
● How do we make sure people are aware of the resources that are currently available – training young people that entrepreneurship is an option.
● Make sure we can highlight and market resources that already exist whenever possible.
● If we are going to use “Left Behind Coloradans” we need to define and describe what that means.

**WHAT COULD-WE FOCUS**

● 19 options, some with slow curve some with high curve.
● This afternoon we are going into another round of voting. We will take what looks like the top 7 and move those forward into the next round.
● Over lunch if you have a thought about a particular merged topic, we will take forward this top 7.

**Welcome from host** – Dr. Tom Stritikus, President; Steve Elias, Dean of the School of Business; Clyde Church, La Plata County Commissioner.

● Want to develop sectors
● Innovation center
  ○ Partnership with a maker lab
● Aerospace is a growing industry
● 400-450 job openings in La Plata County. Opportunities to train individuals.
● 6-7 flights to Denver a day.
● Regional.

**Return to 2020 State Plan Goals** – Vote (what we should do)

● Top 9 focus areas
  ○ Educating students on career pathways.
  ○ Promoting career nimbleness and agility.
- Policies, resources, etc. for left behind Coloradans.
- Focus on equity.
- Upskilling for low wage workers.
- Expand on business collaboration.
- Entrepreneurship training for gig economy.
- Increased awareness and access to existing resources.
- Adult apprenticeships.

● Will take a vote on 9 focus areas-
  - Asked to pick one focus area

● After the first vote, the 9 are ordered as follows:
  - Policies, resources, etc. for left behind Coloradans
  - Educating students on all career pathways
  - Promoting career nimbleness and agility
  - Upskilling low wage earners
  - Entrepreneurship training for gig economy
  - Focus on equity
  - Adult apprenticeships
  - Expand business collaboration
  - Increased awareness

● Question: are we duplicating efforts where other groups and agencies are also focusing?
  - Career and tech education – Perkins plans.
    ■ Option for alignment.
    ■ Focused on work based learning, getting trained on the skills to succeed in a career.
    ■ Strong career pathways program.
    ■ Colorado Succeeds where we are supporting home grown initiative.
    ■ Are we in communication on a regular basis to see what could be duplication and where we can shift focus to avoid duplication?

- Adult education and vocational Rehabilitation:
  ■ All lumped into the state plan.
● Question: Five goals from the regional conversation today, do we need to think about how the 5 will merge with these goals?
  ○ Model employer.
  ○ Workers prosper.
  ○ Exceptional services.
  ○ Employees thrive.
  ○ Future of work.
● Comment on: Focus on equity.
  ○ Built into everything we do.
  ○ Pathways for students closely tied with adult based learning. A lot of work happening at the state level. Does it make sense to have it be an extension of educating youth?
    ■ Need to ask if educating students is for K through 12.
    ● There is still a divide between student and worker.
● Priority and focus areas for staff when writing the 2020 State Plan.
  ○ Consider that if something listed is a value and not a goal, can be included as such through programs.
● Question: Process question, where does the wordsmith happen or does that happen?
  ○ From a process standpoint, as we leave the meeting today with clear themes to focus on, CWDC staff will draft goal statements to fit underneath the themes
    ■ Will draft writing with other groups to then open for public comment
  ○ January Council meeting it will be formally approve.
  ○ Can create a sub-group that will want to work on the state plan.
● Wordsmithing is hard when there could be issues with the definition, make sure there is agreement.
  ○ Need for clarity if items are selected before leaving today.
    ■ Left Behind Coloradans is inclusive of all groups: 50+ mature workers, minorities, those without a high school diploma, etc.
What needs to be focused on to help the 50% evolve from being the working poor.
- It is broad, can stay marginalized or at risk, want to be inclusive.

- Question: Will WIOA select one or two priorities?
  - TBD

- Question: Looking between current #1 at present future and #2 is looking at the future.
  What's more important, the future of 20-50 years or the present of maybe 10 years?

- Comment: Talking about themes, not goals, items on the list are not thematic, more itemized, lots of these items can be grouped together, and the last two are very standalone. There are a couple of themes already on the list.

- Are people thinking similarly?
  - Comment: yes, can be grouped under agility item.

- Anyone thinking differently?
  - Not thinking differently about the themes, but about how far would we be willing to look at own systems, opposed to doing the same thing we are already doing to get to more people. Are we willing to do more?

- Prioritization of first and second.
  - The first – go to the root cause, coming up due to system issues, then go to the second once you fix the first.

- Response to Kelly, how much change do you want to see and create, initial comments coming up when WIOA was implemented. Council can choose to put out a statement of systemic change. Is there a different practice we want to see on the ground and can this be something powered through performance incentive funds?
  - Any other questions from this statement?
    - No comments or questions.

- Final vote order:
  - Policies and resources for left behind Colorado.
  - Educating students on all career pathways.
  - Promote career nimbleness and agility.
  - Increased awareness and access to existing resources.
Focus on equity.
Expand business collaboration.
Adult apprenticeships.
Upskilling low wage earners.
Entrepreneurship training for gig economy.

Next steps:
- Take the votes back and work on them. Will circulate for comments
- Let Lee or Miranda know if you want to get together to discuss what has been worked on.
  - Webinar in mid-October, if requested.
- Left behind Coloradans, think about and can discuss tomorrow.

**Council Mission and Vision**
- Why this session? Board requested and strategy development necessities clarity of mission & vision
- Why after the WIOA session?
  - State plan is timeline bound.
  - The plan needs to operate from a place of clarity on mission for CWDC.
  - Both sessions, the plan focus area and mission conversation, need to be completed and need different timelines.

The Council discussed the current our current Mission and Vision to decide if it needed any changes or updates to better align with our work and the Governor’s goals.

**Hemp Industry Presentation** – Brian Koontz
- Colorado’s industrial hemp update - Hemp program staff overview given.
- What is industrial hemp?
  - The term “industrial hemp” means the plant Cannabis sativa L. and any part of such plant, including the seeds thereof and all derivatives, extracts, isomers, acids, salts, and salts of isomers, whether growing or not, with a delta-9
tetrahydrocannabinol concentration of not more than 0.3% on a dry weight basis
(New 2018 Farm Bill Language)

- Marijuana and industrial hemp look the same (same genus and species of plant), the only difference is the level of delta-9 THC concentration which can only be determined through laboratory analysis.

- What is delta-9 tetrahydrocannabinol (THC)?
  - It is one of several cannabinoids that the plant produce. Most cannabinoids are produced by the plant primarily in an acid form. THCA, the acid form of THC, can't get you high but us converted to THC that can through a process called decarboxylation.
  - The farm bill clarifies that the THC level has to be measured post decarboxylation.

- If you can't get 'high' what is industrial hemp good for?
  - Congressional Research Committee estimates that there are more than 25,000 uses for industrial hemp including paper, textiles, biofuels, graphene (for high capacity batteries), car parts, insulation, and building products, cosmetics, body care products, dietary supplements, etc.

- Indoor production for transplant
  - Grown two ways
    - Farmer will have acres – greenhouse to get starter plants in spring, preparing for field planting.
    - Larger indoor facility growing continually.
    - Colorado #1 exporter of plant and live seed to other states.

- Outdoor production for CBD.

- Outdoor productions for fiber/seed.

- Focus of program:
  - Clearly separate hemp from cousin, MJ
  - Ensure all business is based on true hemp.
  - Planting good varieties with known THC and market traits.
  - Administer a certified seed program that identifies seeds that produce industrial hemp.

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• Nurturing R&D capacity to spearhead future development.
• CHAMP initiative to ensure leads the hemp industry in the country.

• How does the program work?
  • 3 key components:
    ■ 1 – Registration: cultivator, crop, and location info.
      ● Online registration coming soon in 2019.
    ■ 2 – Reports: pre-planting, planting, and harvest.
    ■ 3 – Inspection and sampling: risks and random based selection
  • 2,600 registrations.
  • Fact – only 9 pages of rules.
  • About 20 applications a week, versus 200 in the beginning

• More than 0.3 THC, does the crop have to be destroyed?
  • Correct
    ■ Why wouldn’t the crop then be sold into marijuana industry?
      ● 0.4 crop will be destroyed or business is being shut down.
      ● No changes in legislation.
      ● Changes in how they sample.
        ○ Sample the top as that is where the THC can be highest.

• Question: Where is the testing facility?
  • State has own testing facility, headquarters is in Broomfield.

• What is the percentage of locations that come up with higher than 0.3
  • 25 – 30% non-compliant.
    ■ How much of that is complete shock to the farmers?
      ● Industry is so new, some are surprised, and some aren’t.
      ● Environment, soil, climate, effects the plant.
    ○ Should do regular testing of plant, the longer it is in the ground.

• Why is hemp so important?
  • Consumers looking for new and healthy food alternatives.
  • Entrepreneurs are looking for noble products.
Sustainable and renewable materials for energy and construction are the call of the day.
Market has slowly grown, but in recent years has grown rapidly.
Others like Canada and EU have benefitted from it.

What fuels the drive?
- Agriculture always look for high value and versatile alternative commodities.
- Hemp is an excellent commodity having multiple food and industries use.
- CBD, seed, and fiber in order of importance.
- 2014 farm bill opens opportunity, Colorado launches with commercial cultivation.
- 2018 Farm Bill Federally decriminalized.
- Research and development (R&D) on varieties with desired chemical profile, adapt to growing conditions, new technologies in machinery, etc.

Colorado's program growth: Almost doubled in the last few years. 1,000 acres grown to 80,000 acres plus.
- La Plata County has 77 registered.
- Montezuma County has 57 applications.

Question: regarding the Denver water and who can use the water or not?
- Some agree that came about probably due to indoor growing in city limits.
- Must be some agreement, can't speak for Denver Water.
  - State water boards are concerned what it is used for.
    - Using unauthorized water for growing.

Is hemp replacing other crops?
- A lot of new people entering business.
- A lot of hay fields being diverted to hemp.
- Starting to replace other crops like corn.
- Can be cause for concern becoming a monocrop state.

3-5 years of growth left in Colorado, already starting to see the larger producers going to states with cheaper lands. Where is the future of the workforce in this industry in Colorado? Is it the agricultural side or a larger position?
- H2A applications being accepted for hemp farms, since farm act.
- Can list jobs as it has been decriminalized.
- Factories for production have a high need for employment, specifically hemp.
- Do see it growing due to potential growth with CBD, fiber for food, for feed, etc.

- Is there any automation working its way into industry?
  - Yes, harvesters and combines specific for hemp.
  - Leave heavy stalks, modified harvesters to cut the stalks.
  - KY been successful in hemp because of their experience with tobacco drying.

- What is the opportunity for fiber for the hemp plant?
  - Biodiesel.

- Can you mix the types of hemp for the use?
  - No restriction for use.
  - Chemical value in flower.
  - Fiber in the stalk.

- Common issues in Colorado:
  - Good land stewardship.
  - Water use.
  - Land right conflicts.
  - Black market marijuana.
  - Transportation and how do you confirm the product is what it is.
  - Conflicts with agri-tourism, specifically smell:
    - How does it affect the terpenes in grapes (specific concern)
  - Public health concerns.
  - Local government concerns.

- What are some of the local restrictions put in place? And is the pest that comes with hemp or marijuana?
  - Restriction on the number of green houses that could go up.
  - Registering business so they know where they are.
  - Red spider mite, hemp aphids, grasshoppers, virus like symptoms on hemp plants – have not been able to test (beet curly top virus)
    - Is it unique to cannabis industry?
● Beet curly top is also something that beets get
● Not sure on the effects on other crops if there is a hemp virus.

● CHAMP is the Colorado Advancement and Management Plan (the CHAMP project)
  ○ Explore a regulatory blueprint.
  ○ Covers across the full supply chain of hemp, from the farm to the market.
  ○ Aims to establish Colorado as a premier marketplace.

● The CHAMP project will be a large stakeholder-based initiative.
  ○ Bring together top subject matter experts.
  ○ Across the regulatory fields and private industry.
  ○ To advance the hemp industry in Colorado.

● Where are we at?
  ○ Eight stakeholders groups represent hemp supply chain:
    ■ Research & development & seed.
    ■ Cultivation.
    ■ Testing.
    ■ Transportation.
    ■ Processing.
    ■ Manufacturing.
    ■ Marketing & labeling.
    ■ Banking & insurance.

● 2018 Farm Bill requirements:
  ○ Maintain relevant information regarding land on which hemp is produced in the state or territory of the Indian tribe.
  ○ Produce for testing, using post decarboxylation or other similarly reliable methods, delta-9 tetrahydrocannabinol concentration levels of hemp produced in the state or territory of the Indian tribe.
  ○ Procedure for effective disposal of plants (growing or not, produced in violation of this subtitle) and products derived from those plants.
  ○ Produce to comply with the enforcement procedures (Subsection (e) Farm Bill)
○ Procedure for conducting annual inspections of, at a minimum, a random sample of hemp producers.
○ Procedure for submitting the information described in section 297C (d) (2) of the Farm Bill to the Secretary not more than 30 days after the date on which the information was received.
○ Certification that the state or Indian tribe has the resources and personnel to carry out the practices and procedures described in the Farm Bill.

Questions:
● What is the total employment in hemp right now in the state?
  ○ Not sure.
    ■ CDLE working to develop the occupational code that this falls under.

Meeting adjourned at 3:00 p.m.

Friday, September 27, 2019
Location: Ft. Lewis College

Meeting called to order at 8:03 a.m. by Kyle Sickman.

Welcome
● Recap Day 1
● Information about the Location Neutral Employment Program shared was shared with the group.
● Success stories shared by Kyle.
● Comments on Day 1:
  ○ Enjoyed the hemp discussion.

Council Member spotlight – Bryan Dear
● Quick look at Durango shared
● Bryan and his wife are avid mountain bikers
● Selected stats reviewed about Durango

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- Outdoor activities are plenty during all seasons
- Snow-down big festival
- Overview of “The Payroll Department, Inc.”
  - Every Thursday conduct an employee led meeting
- Obstacles in Durango overview
- Durango is a community - not just a neighborhood
- Not afraid to tax ourselves

Questions:
- What are the size of company?
  - 12 employees on average
  - 50 plus working on payroll for the train station, schools, etc.
  - 816 employers
- Are the 55, 000+ in Durango or outside in other areas of the county?
  - People are retiring in Durango
- What are some of the larger employers here?
  - Centra Health
  - Purgatory during 5 months of the year
  - The school district
  - StoneAge tools
- Do you know the unemployment rate?
  - 2.9%
    - Colorado is 2.8% and Durango is 2.5%

**Colorado Opportunity Scholarship (COSI)**– Brandon McReynolds, CDHE/ Katie Zaback, CDHE
- Brandon McReynolds reviewed his new position in Workforce Development at the Department of Higher Education.
- In role, working on healthcare grant to create 5,000 healthcare apprentices.
- Serve on team at DHE, COSI.

Katie Zaback – background on COSI.

Appointed by the Governor -- Led by Business -- Strengthening the Colorado Talent Development Network
coworkforcecouncil.com | cwdc@state.co.us | @the_cwdc
633 17th Street, Suite 900, Denver, CO 80202
Question asked to group: does anyone know the goal of the department of higher education?

- Goal as a state ensure that 66% Coloradans have a post-secondary degree or credential.
  - Post-secondary attainment includes 4-year, technical college, apprenticeship, community college.
- COSI – Colorado Opportunity Scholarship Initiative.
- COSI started in 2014 with the goal of increasing the attainment of post-secondary credentials and degrees for underserved students in Colorado. Affordability alone wasn't enough, need to address accessibility too.
- History:
  - Refer to COSI as Colorado’s Promise Program.
  - Many institutions provide free education to students in need through federal grants.
  - Want to provide promise of completing program.
- Program structure overview
  - Advisory board.
  - Requirements of students.
  - Eligible partners.
  - Promulgated rules.
  - Policies.
- Program Foci
  - Student support.
    - TRIO services.
  - Scholarships.
  - Community resources.
  - Growth and sustainability.
  - COSI team defined by having a learning culture.
- Implementation
  - First wrap-up awards made in December 2014.
  - Continued to build community partnerships and awareness.
First scholarship awards made in fall 2015.
Established annual evaluations.
Through learning, implemented policies.
Utilize RFI as opportunity to vision long-term.
Continually reviewing and modifying as necessary to address research, align with new policies and resources, and support communities.
New strategic plan will be adopted in fall 2020.

- Matching student scholarship Grants (MSS Grants)
  - Counties raise money to match.
  - Adoption of scholarship program through June 2019
    - Goal: To leverage another $7.5 million in state funds in order to generate a total of $15 million in new scholarships funds for Colorado students.
    - In 2018-2019, COSI reached 100% of our annual awards.
    - 100% eligible public institutions of higher education participated in COSI this year.
    - 59 to 64 counties applied this year.

- Community partner program grants (CPP Grants)
  - Increase and improve support for Colorado students in the completion of postsecondary certificate and degree programs.
  - COSI Support models:
    - Pre-collegiate model:
      - Modeled after Denver Scholarship Foundation Model.
      - Puts future centers in high schools to provide information on postsecondary education.
        - Career exploration.
    - Postsecondary model:
      - Ensuring that students feel supported when they go to a postsecondary institution.
Most students served by COSI are non-traditional, minority students, etc.
  - COSI makes sure that students are receiving the supports to help improve student outcomes.
- Ensure more students are graduating.

- COSI finances:
  - Use of funds through June 30, 2019
  - CPP Grants: 58,791 students served
  - MSS Grants: 16,554 students served

- Outcomes: Program successes.
  - 2017-2018 persistence outcome. 89% of students that receive COSI scholarships continue on in their second and third years (89% matching student scholarships)

Questions:
- Any research on why students are dropping out for financial reasons?
  - Yes, there is research on reasons and financial reasons is the greatest reason why students drop out.
- Do you know the percentage? Not sure
- Do the assistance include childcare support, etc.?
  - When we talk about the cost of going to school includes those other needs.
    - Ask because child care subsidy now has stricter rules.
      - COSI is helping figure out and mentor through those financial pieces both a scholarship and mentorship.
      - Social capital also involved in this process – what does a registrar do, etc. Making sure that students are better versed and ready for school.

- Have you taken a look at how the robust economy attracting students outside of school? When the economy is poor, more students enroll in college, is the reverse true?
  - Yes
  - Whenever a recession happens, COSI will not be able to meet all the needs that exist in the state as they are at capacity now for support.
Additional comments:

  - 87% community partner program.
- Sharing of best practices.
  - Creating sustainable practices.
- Network of providers.
  - Hold annual symposium.
  - Host fall regional trainings.
  - Provide monthly webinars and newsletters.
  - Facilitate peer-coaching.
- Policy Guidebook:
  - History of COSI
  - Implementation and policy.
  - Pre-collegiate and post-secondary guidebooks.
- Program guidebooks:
  - Pre-collegiate service model.
  - Post-secondary service model.
- For more information contact Shelley Banker.

Question: If we are unsure, we can ask Shelley.

- Who is the guide book consumer?
  - Being used by grantees in state.
  - Shelley and her team going to a conference to share guidebooks nationally.
- COSI been in effect 3-4 years?
  - 5 years.
- So over the four-five years have you seen changes to the 16% of students that are not completing schooling?
  - We are seeing more students completing degrees with COSI.
  - COSI students are a smaller number of students that are in school, so it is hard to tell the overall change.
COSI serves over 75,000 students, programmatic outcomes are great.

To get to that goal of 66%, what is necessary?

- Number one thing to focus on is a recognition that due to demographic changes in Colorado and if the economy will change and grow how it has been, need to ensure equitable access to attainment, economic opportunities, etc.
- COSI can meet students where they are, they are the future of Colorado and will get us to 66%

What would it take to attain this?

- Putting the burden onto students to pay for even the support services that they are required.
- Need to fund higher education.
- Need to change the thoughts around higher education, such as WBL opportunities.
- Ways to do it without statewide appropriation, but there would need to be better funding and support for all educational departments.
- Working with institutions to help change their programs that service students.
- Change the speed at which students can attain credentials.

With proposition CC that will be on the ballot in November (allow the state to retain revenue it is currently required to refund under the Taxpayer’s Bill of Rights (TABOR) and used for education and transportation purposes)

- Will take 1/3 of the funds to each K-12, higher education, and transportation
  - Is that going to institutions?
    - That is going to the allocation funding.
    - Leveraging it as a holistic system.
    - Assumption that it will run through standard model, some funds would go to need based funding for students.

Higher education faces a national disconnect between the challenges around the state support that have driven the need for support and understanding why postsecondary education has increased in cost.
● Any idea if prop CC will move us up from 47%?
  ○ Will take a lot of funding.

Question:
● Out of school youth who enter through GED and other supports, where do they show up in the COSI system?
  ○ They can qualify.
● Where are you seeing them?
  ○ Both COSI and community scholarship funds.

Comment: Great program. Community funding coming in for support not shown. Community really comes around to support systems.

Ask from Kyle
● Reach out to Alba or Kyle for involvement in COSI.
  ○ One area is the use of funds, how to grow the funding.
  ○ Second area is deepening career pathway work.
  ○ Third area is further increasing access for minority populations.

Lives empowered – Renise Walker, CWDC
● In the pre work you saw the update on lives empowered grant.
● Question to group, how many of you have worked in retail?
  ○ Majority of room raised hand.
  ○ How to meet workers where they are, upskill them, and attain credentialing, and how to transfer skills to move up or moved industries.
● Update on partnerships:
  ○ Only state in the nation receiving funding for this work.
  ○ 51 of 64 counties have growth in retail.
  ○ Five sector partnerships in retail that have been launched.
  ○ Looking differently at the career pathways work within retail.
    ■ What are transferable skills that are transferable to other industries?
● Employer supportive services:
- Types of impact when employers choose to invest differently in employees.
- Collaboration with WorkLife partnership.
  - Subcontracted through grant.
  - Working with employers.
  - Main job engage employers to invest in front line workers to be stable in job and to mobilize.
  - Make sure employees stay at a job long enough to gain transferable skills.
- 99% of retailers employing 50 people or less.
  - Employers do not have time to help employees upskill.
- Engaging with partners differently in sectors work.
  - A Council Member highlighted the useful tool, iGrad. This tool helps with managing money, paying for school, taxes, insurance, etc. [https://www.igrad.com/](https://www.igrad.com/)
  - Want to hear from group about opportunities to expand the grant.
    - What does the training look like?
      - Different in different communities.
      - Online resources to match the community needs.
      - Merchandising, customer services.
  - Sustainability vision to continue funding when grant has ended?
    - Working on strategies for long term funding.
    - Capturing tool kits.
    - Putting together a resource guide to be used and implemented.
  - Comment/question: 77% of the skills nurses have come from entry level positions in retail, do these trainings also speak to what the next career path these individuals go to?
    - That's something spoken to within sector partnerships.
    - Goes back to career pathway map development, mapping a clear path to and crosswalk to other careers based on skills learned through retail.
  - For retail, how complete is the pathway map?
    - Created prototypes and are at the validation stage with industry and sector partnerships.
    - Full deployment by January.
• National Retail Opportunity Network (RON)
  ○ October participate in the network.
  ○ Having conversation with FSG?
  ○ Employer practice change network, employee supportive services, etc.

Older Workers Taskforce – Lee Wheeler-Berliner, CWDC / Phil Nash, Boomers Leading Change
• Council Members and other representatives on this task force.
• Presentation in January on recommendations.
• 50 and older in the workforce.
• Working definitions of left behind Coloradans reviewed.
• Fertility rates: Population replacement rates discussed regarding birth rates.
• Survey results: Approximately half of surveyed expected to work past 65.
• Younger populations are shrinking.
• People are living longer and are working longer as there are not as many younger workers coming up.
• Birth Rates are slowing nationwide.

Action steps:
• Colorado above-fifty employment strategies survey.
  ○ Have council take survey in October.
• Landscape analysis: Working on analysis now of what this looks like before having the council jump in on the issue.
• Future of work tie-ins.
• Other groups working on this issue.
  ○ SAPCA, working subcommittees working on different issues, Phil Nash services on workforce group of SAPCA- How the state can be supportive of aging workforce in Colorado.
  ■ Recommendations: need individuals to take care older workers
  ● Help older adults stay independent in homes as needed and receive support in facilities.
Alternative ways of looking at work and support the workers who are older.

- Adjusting to part-time or seasonal workforce.
  - No just about the need to keep working but the desire to keep working.
  - Also includes adapting educational and training pipelines into the workforce.

Final ask on questions and comments:

- Primary drivers with SAPCA workforce finding those to help in those industries.
- Need to address the livable wage in those areas to provide skills and support to those individuals.

- HCPF looking at long-term direct care workforce facing 35,000 employee gap.
- Opened conversation about the definition of left behind Coloradans.
  - Currently phrased that it is the individual's fault.
  - Consider: “Experienced the most barriers to the system”
- A/D works placed an 84 year old in a position.
- MIT technology review, entire review on “old age is over if you want it to be.” Technology to advance and support the aging population and the ability to work.
- Aging workforce to think about shifting the working hours and positions to accommodate those who are older and working whether they need to or want to.
- Workforce centers helping with the 50+ program.
- Not do you want to work, but do you want to contribute. Taking the best practices of the programs and scale them for those who want to contribute and add value.

- Strategic Action Planning Group on Aging (SAPGA)

Affordable Housing Solutions Policy Recommendations – Lee Wheeler-Berliner, CWDC

- Recommendations:
  - Increase the workforce.
  - Housing trust funds.
  - Transit.

- Newly suggested items:
○ Accessory dwelling units – promote zoning and ease requirements for developers.
○ Tax credits for employers who offset housing costs for employees.
○ Promote location neutral employment.

● Vail industry creating housing.
● What are the options that can hit a wider array of companies?
● Can we discuss, do we want to put the new items on the list and vote?

Comments:
● Giving a tax credit to a company, local government should get something from that. Bringing in companies and saying economic development, the biggest question is where they are going to live. Structural issues that need to be taken into account.
● Rural communities have issues filling positions due to housing. Housing needs to be built and then there is the jeopardy of financial security if people try to get the upward mobility to a new job.
● Rural communities aren’t having housing being built due to the investment of the properties.
● Question: Remind me again where these new items are coming from?
  ○ These were asked to be thought of a statewide solutions.
● Look at rural jobs and aging populations comes to having connectivity with rural communities.
● Silvernest matches people with older adults with room in the homes with rooms to rent that younger adults can help provide supportive services with reduced rent. Sunshine share as well.
● Question: Are you comfortable with the council promoting the recommendations previously mentioned?
  ○ Do we add the three new ones
    ■ Do we want to add accessory dwellings? Not wanted.
Discussion between members around livable wage versus housing tax credits.

- The requirements for this are not fully fleshed out.
- Needs to be state tax credits not local.
- Amended to say state tax credits.
- Need to consider livable wage.
- Community they are living in is not affordable.
- Are we taking money away from a livable wage by incentivizing a tax credit support?

- Option five: explore employee incentives.
- Question about Mentimeter vote: Is this recommending to legislators or recommending them to explore? Recommending to explore.
- Vote to approve the recommendations for affordable housing policy. The Council approve all the recommendations: Increase the workforce, housing trust fund, transit and infill housing, explore state incentives for employers, explore employee incentives, and promote location neutral employment.

Talent Pipeline Report – Renise Walker, CWDC

- The Talent Pipeline Report is being published this year in December.
- How many are using this report? How are you using it?
  - Pulling data for other presentations.
- Are some of you using it for grants?
  - Using it in local school districts to connect with businesses.
- Other uses?
  - Equity, PTO meetings, demonstrate the inequities in race.
  - Use it in chamber meetings to help educate and engage businesses in Colorado.
- Are there ways to repackage the bits of information to help?
  - Keep the table as that is helpful.
- 2018 recommendations:
  - Further develop infrastructure that supports all pathways to a meaningful career.
○ Eliminate attainment gaps along the education and career pipeline.
○ Strengthen collaboration and alignment at the state and local implementation levels to improve efficiency.

● 2019 legislative recap:
  ○ Education focused session.
  ○ Prior learning assessment.
  ○ Supportive services.

● Staffing update: Jean Dougherty taking over the TPR writing.

● Outline of TPR report this year:
  ○ Intro and recap.
  ○ Demand.
  ○ Supply.
  ○ Strategies.
  ○ Conclusions.
  ○ Recommendations.

● Leaky Talent Pipeline:
  ○ The traditional pathway work for 15-25% of students.
  ○ Updating statistics and doing a deeper dive into.

● Status:
  ○ Draft outline.
  ○ Convening partners for additions and edits.
  ○ Still opportunities to add.

● Anything that rises that would like to see spotlighted?
  ○ Data from older workers included in TPR, when discussing 50+ workforce as a one dimension group. More refined data about everyone 50 and older, 50-65 still working. Include information about individual 65 and older.
  ○ Jean will convene data experts.
  ○ Helpful throughout the report attach what work is and what it will be in the future and the disruption to entry to and exit from workforce and the middle group in the workforce.
When you show traditional pipeline, can it be shown as the traditional pathway in one color and the evolution in another color or colors depending on the various pathways.

- Finalize the report by the end of October.
- Final version will be at the next council meeting.

**Council Member Recognition** – Kyle Sickman, Chair
- Ryan Keiffer and John Fleck recognized for the time served in the Council.
- Paul Harter (not present) was recognized for his support on Council.

**Recognition to Kyle as chair** – Lee Wheeler-Berliner, CWDC
- Thank you to Kyle as his service as chair.
- Hand off of chair position to Tim Fry.

Attendees gave feedback regarding the meeting using Mentimeter.

**Recap of asks** – Kyle Sickman
- Lisanne ask for sectors steering committee
- Kyle asked for participants in COSI
- Survey for Older workers task force to take
- Phil – case studies for older workers

Meeting adjourned at 11:30 a.m.